



## **BILL S-211**

### **An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff**

## **2026 REPORT**

### **Panther Industries Inc. Modern Slavery Statement for the Financial Year ended 2025**

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff. This statement outlines the approach and initiatives by Panther Industries Inc. (PII) to identify and address the risks forced labour and child labour in its business operations and supply chains during the financial year commencing October 1, 2024 and ending September 30, 2025.

Panther Industries is a values-driven organization guided by key principles: We vs. Me, Developing People, Opportunity Focused, and Sense of Urgency. These values direct our daily operations and inform our long-term decisions. Our vision is to "Exceed customer expectations by building collaborative teams with effective communication." Additionally, we strive to "Offer continuously diversified solutions without sacrificing relationships." This philosophy leads Panther to work only with vendors and customers who uphold high business standards, while unethical behaviors are not tolerated.

The "We versus Me" approach promotes a collective perspective that values the human rights of Panthers, our customers, and the employees of our suppliers. It also ensures that we collaborate exclusively with partners who support fair and equitable labor practices.

The principle of Developing People encompasses the expectation that all individuals in the workplace are treated with dignity and respect. PII is strongly committed to fair employment practices regardless of age, disability, ethnicity, gender, race, religion, sexual orientation or any other status protected by law.

PII is committed to sourcing services and products exclusively from suppliers who maintain a safe work environment and uphold standards of respect and dignity for all workers. While PII acknowledges that different types of slavery can be hidden in global supply chains as well as potentially our own we do not tolerate discrimination, harassment, any type of abuse or any form of modern slavery, forced labour or child labour.

Over the past twelve months, Panther Industries has proactively worked to further minimize the risk of modern slavery within its supply chain by sustaining transparent communication with all suppliers and conducting follow-ups for additional information when necessary.



### Group Structure

Panther Industries Inc. was established in 1979. It trades under the business name Panther Industries Inc. with its head office at Davidson, Saskatchewan. PII is a packager and distributor of commodity chemical products across Western Canada as well as a wooden pallet manufacturer and seller.

Panther Industries is a wholly owned private corporation and a member of the PIC Investment Group which has its headquarters in Saskatoon, Saskatchewan. PII employs around 90 people of very diverse cultures and skill sets within its seven locations in Western Canada.

Panther has its primary location at the head office in Davidson, SK which employs the largest amount of staff and is the only location that packages commodity chemicals. Davidson also manufactures wooden pallets both for internal usage and for sale. The Edmonton, Alberta location primarily manufactures wooden pallets for sale but also distributes packaged chemical. Our Fort Saskatchewan, AB facility solely functions as a railcar transload of liquid products and was sold during this fiscal term. Joining our group in 2024 was City Lumber, a wholesale lumber supplier who operates out of the Edmonton, AB market. Our Sales team is housed in an office in Calgary, AB.

On top of these locations PII operates out of two facilities owned and operated by our customer where we provide wooden pallet repair and production services. These are in:

- Acheson, AB.
- Delta, BC.

### Supply Chain

Panther Industries is committed to collaborating with suppliers whose values align with our mission statement: "Offering expert services, networked solutions, and quality products in a timely manner to our partners." To support our business operations, PII engages with approximately 150 partner vendors, primarily based in North America, with additional partners located internationally.

Panther's packaged products are utilized across a variety of sectors, including oil and gas well drilling as well as industrial applications. To operate effectively in this industry, PII relies on robust sources for chemicals, packaging materials, technical equipment, building and contractor services, and transportation services. The reliability and diversity of these supply chains are essential to facilitate timely service delivery and product supply.

### Risks in Supply Chain

As members of Responsible Distribution Canada (RDC), our suppliers are evaluated based on numerous criteria, including Health & Safety, Business Values, Quality Assurance/Quality Control practices, Environmental Impact & Planning, Pricing, Location, and Service. Starting in 2024, suppliers will also undergo assessment to determine the potential risk associated with modern slavery issues.



### Actions Taken

Panther is a longstanding member in good standing with Responsible Distribution Canada (RDC). Accordingly, we are dedicated to upholding the guiding principles of their Code of Practice to the highest standards. Panther will not tolerate any form of human exploitation or modern slavery within its direct operations or supply chain. Over the prior 12 months, Panther developed and distributed a Supplier Survey to better assess the level of risk among its key suppliers. We are pleased to confirm that no evidence of modern slavery was found in the surveys received or over the last year in follow up conversations.

The ESG Foundation statement at Panther is “We are mindful of our footprint. We support our local community with jobs. We do the right thing.” Doing the right thing in respect to this legislation is to commit to continuously improving our systems, policies and procedures to identify, assess and manage risks.

Panther adheres to policies and assessment procedures which ensure that our dealings with suppliers, contractors, customers and employees comply with all laws and regulations to ensure our business practices occur in a legal and ethical manner. These currently include:

- Health & Safety Policy
- Supplier Self Assessments
- Violence, Bullying and Harassment Policy
- Equal Opportunity and Eligibility Policy
- Code of Professional Conduct
- Attendance & Overtime Policy
- Privacy Policy

The supplier self-assessments are updated regularly and function in part with on-site visits when permissible and viable even if no risks have been identified. The assessments are evaluated by a member of the Panther Management team and areas of concern are discussed with the supplier partner to ensure that any deficiencies are noted, addressed and efforted. The assessments themselves are guided by the International Labour Organization in evaluating the labour practices. Further to the standard assessment we added a Modern Slavery Supplier Survey in 2024.



### Risk Assessment

With direct control over the Panther Operations within Canada we are able to ensure safe working conditions where all employees are treated with respect, dignity and fairness in compliance with all labour laws. While PII acknowledges there is potential risk of contributing to modern slavery practices within its operations the risk is and continues to be extremely low.

Within the chemical supply chain and the utilization of product manufactured in the Quindao region of China PII acknowledges this as the area of highest potential risk and will be the area of highest scrutiny moving forward. During the prior year a Supplier Survey was completed and discussed in depth with the vendor. A site visit to China has been proposed and will hopefully occur within the next reporting period. However, the site visits are not deemed necessary due to anything of concern discovered, rather just another measure of accountability and confirmation. All parties involved were found to be acting in accordance with the guidelines of the requirements of Bill S-211. Continued vigilance of this region will continue to be a priority.

### Remediation

Panther collaborates with suppliers whose values align with our own, ensuring we engage only with vendors who present no risk of modern slavery or human rights violations. If an occurrence is found PII will immediately launch an investigation into the deficiencies or violations that are documented. PII will collaborate with the vendor to find appropriate corrective measures and applicable actions to prevent further incidents. PII will monitor the supplier moving forward to ensure there is marked improvement and if the supplier fails or refuses to implement the corrections the business relationship will be terminated.

For this statement year no remediation measures were required as there were no instances of forced labour or child labour identified.

### Remediation of loss of Income

For this statement year no remediation measures were required as there were no instances of forced labour or child labour identified.

### Training

Panther is committed to the ongoing development of both its personnel and its policies and procedures. Human rights awareness and modern slavery are currently under review for integration into both new and existing policies. Over the next year, we will prioritize increasing internal awareness and ensuring that all staff feel empowered to raise concerns without fear of reprisal. Panther Industries Management holds responsibility for training key employees whose roles intersect with relevant areas of the business. Individuals engaged in purchasing have received instruction on the importance of preventing modern slavery within our supply chain. We will continue to clarify roles and responsibilities to ensure risks in our supply chain are promptly identified and addressed.



### Effectiveness Assessment

At Panther, our systems are consistently refined and enhanced to ensure excellence across all aspects of our organization. We will evaluate our actions through the following measures:

- Verifying that all suppliers complete and submit updated Supplier Self-Assessment forms confirming their compliance with initiatives to mitigate modern slavery risks.
- Engaging in thorough reviews and collaboration with suppliers based on information obtained through assessments, on-site evaluations, meetings, and ongoing interactions.
- Assessing the number of suppliers requiring remedial actions, as well as those whose contracts are terminated due to non-compliance or insufficient efforts to address issues.
- Providing management with comprehensive reports detailing the outcomes of these activities.

### Sign off

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ending September 30, 2024. It has been issued on behalf of Panther Industries Inc.

Signed,

Clayton Schneider  
President  
Panther Industries Inc.

May 13, 2026

Date

Please note that the documents provided here are guidelines of our understanding of the current legislation. PII cannot take any responsibility for how Public Safety will interpret Bill S-211.